Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Canadian labour in profile: Wage adjustments, September 2011

Wage settlements in Canada averaged 2.3% in September 2011, according to the Labour Program's review of 20 major settlements* covering 44,340 employees.

In the previous round of settlements, these same parties negotiated contracts averaging 37.1 months in duration, and wage adjustments averaging 2.6%. In September 2011, the same parties reported the following figures: 25.6 months and 2.3% respectively.

Wage adjustments in the public sector for the period under review averaged 2.5% for 31,000 employees (ten collective agreements). In the private sector, wage adjustments averaged 2.0% for 13,340 employees (ten collective agreements).

Wage adjustments in September 2011 ranged from a wage freeze for 3,580 bus drivers at the Coast Mountain Bus Company, to a high of 5.5% for 2,480 teaching assistants at Université Laval.

By industry, wage adjustments ranged from a low of 0.4% in transportation, to a high of 3.2% in manufacturing over a period of 36 months for 1,130 mine employees at Vale in Thompson, Manitoba.

By jurisdiction, wage adjustments ranged from a low of 0.0% in British Columbia to a high of 3.2% in Manitoba.

Canada

The Government of Saskatchewan settled a collective agreement with 12,800 teachers, for an average annual adjustment of 3.1% over 36 months. Under the federal jurisdiction, only one settlement was reached between Greyhound Canada Transportation Corp. and 890 employees with an average adjustment of 2.2% over 36 months. In the private sector, eight collective agreements were ratified in Ontario. They cover 11,320 employees with an average adjustment of 1.9% over a duration averaging 17.7 months.

The average annual wage adjustment of 2.3% in September was lower than the Consumer Price Index (CPI) at 3.2%.

** **Note**: All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.*

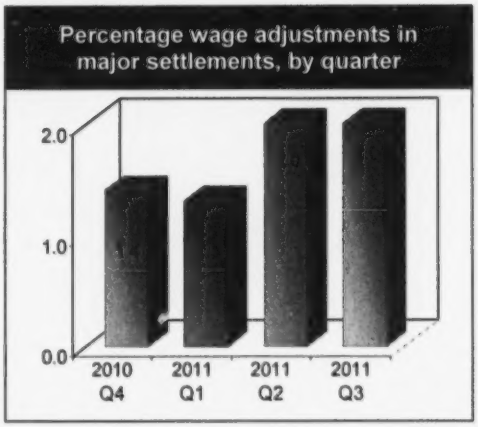
Average annual percentage wage adjustments by month

	2011		
	July	**August**	**September**
All sectors			
Public sector	1.7	1.7	2.5
Private sector	1.6	2.2	2.0
All industries and jurisdictions			
Average annual adjustment	1.7	1.9	2.3
Without cost-of-living allowance	1.7	1.9	2.3
With cost-of-living allowance	1.7	1.5	3.2
First-year adjustment	1.1	1.6	2.0
Without cost-of-living allowance	1.3	1.6	2.0
With cost-of-living allowance	0.0	1.6	1.5
Industries			
Utilities	2.1	-	2.0
Construction	1.7	2.7	-
Manufacturing	2.2	1.5	3.2
Wholesale and retail trade	1.3	2.2	0.6
Transportation	2.0	2.2	0.4
Information and culture	1.9	-	-
Finance and professional services	3.7	1.9	1.7

	2011		
	July	August	September
Industries (continued)			
Education, health, and social services	0.7	1.7	2.8
Entertainment and hospitality	1.2	-	0.8
Public administration	2.1	-	2.0
Jurisdictions			
Nova Scotia	-	1.0	-
Quebec	2.1	-	2.8
Ontario	1.1	1.8	1.8
Manitoba	-	1.4	3.2
Saskatchewan	2.3	2.1	3.0
Alberta	2.5	2.7	-
British Columbia	3.5	-	0.0
Canada Labour Code, Part I	1.9	2.2	2.2
Federal jurisdiction	1.9	2.2	2.2

Canadian Labour in Profile: Wage Adjustments, Third Quarter 2011

Major collective bargaining settlements reached in the third quarter provided base rate wage adjustments averaging **2.0%** annually over the contract term. This is identical to the 2.0% figure recorded in the second quarter and both of these were higher than the 1.3% recorded in the first quarter. The third quarter results are derived from a review of 51 major agreements and cover 91,760 employees.



When the parties to these third quarter settlements previously negotiated, the resulting wage adjustments averaged 2.8%, higher than their current settlements. Contract duration in the third quarter 2011 averaged 34.7 months, compared to 37.9 months in the previous round of settlements.

In the third quarter 2011, wage increases were slightly higher in the public sector than in the private sector. Wage adjustments in the public sector averaged 2.1%; based on a review of 29 settlements covering 58,940 employees. Upward pressure on the public sector figure was provided by the Government of Saskatchewan teachers' settlement at 3.1% (12,800 employees). In the private sector, wage adjustments averaged at 1.9%; based on a review of 22 settlements and covering 32,820 employees.

The highest wage adjustments were in Saskatchewan (2.7%) and Quebec (2.6%) and the lowest was in British Columbia (0.6%). The largest concentration of employees covered was in Ontario (35.6%) where wage adjustments averaged 1.5%. In the federal jurisdiction, wage adjustments averaged 2.0%.

On an industry basis, the highest wage adjustments were in the manufacturing and the education, health, and social services sectors (2.3%) and the lowest were in the hospitality and entertainment sector (1.0%). The largest concentration of employees covered (43.8%) was also in the education, health, and social services sector.

The year to date (January to September 2011) wage adjustments averaged 1.8%. The results are based on 205 agreements covering 490,650 employees. Wage adjustments averaged 1.7% in the public sector and 2.1% in the private sector. Almost two-thirds of employees covered in these contracts received wage adjustments in the 1.0 to 2.9% range; 6.5% were subject to a wage freeze.

* ***Note***: *All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.*

Average annual percentage wage adjustments by quarter

	2010	2011		
	4th	1st	2nd	3rd
All sectors				
Public sector	1.5	1.2	1.9	2.1
Private sector	1.2	2.2	2.2	1.9
All industries and jurisdictions				
Average annual adjustment	1.4	1.3	2.0	2.0
Without cost-of-living allowance	1.4	1.3	1.9	2.0
With cost-of-living allowance	1.6	3.0	2.1	2.0
First-year adjustment	1.2	0.9	1.2	1.6
Without cost-of-living allowance	1.2	0.8	1.4	1.7
With cost-of-living allowance	0.3	2.9	0.6	0.5
Industries				
Primary industries	3.7	-	3.8	-
Utilities	2.0	3.0	3.0	2.1
Construction	2.4	-	1.9	2.0
Manufacturing	1.5	1.1	1.5	2.3
Wholesale and retail trade	0.7	0.6	2.5	1.4
Transportation	2.2	2.5	2.5	1.3
Information and culture	0.6	-	2.0	1.9
Finance and professional services	-	2.7	2.6	2.1
Education, health, and social services	1.4	1.0	1.8	2.3
Entertainment and hospitality	2.2	2.0	1.6	1.0
Public administration	1.6	1.7	2.0	2.1
Jurisdictions				
Prince Edward Island	3.4	2.0	2.5	-
Nova Scotia	-	1.0	1.0	1.0
New Brunswick	1.8	1.5	0.0	-

	2010	2011		
	4th	1st	2nd	3rd
Jurisdictions (continued)				
Quebec	1.2	1.2	2.2	2.6
Ontario	1.3	2.4	1.4	1.5
Manitoba	1.4	1.4	1.9	2.0
Saskatchewan	2.4	-	2.6	2.7
Alberta	2.0	1.1	2.6	2.5
British Columbia	1.5	0.2	1.2	0.6
Territories	-	2.7	-	-
Public Service Labour Relations Act	1.7	1.5	-	-
Canada Labour Code, Part I	2.2	2.6	2.1	2.0
Federal jurisdiction	1.7	2.0	2.1	2.0

Average annual percentage wage adjustments by year

	2008	2009	2010	2011
All sectors				
Public sector	3.5	2.5	1.6	1.7
Private sector	2.5	1.8	2.1	2.1
All industries and jurisdictions				
Average annual adjustment	3.2	2.4	1.8	1.8
Without cost-of-living allowance	3.4	2.4	1.8	1.8
With cost-of-living allowance	1.7	2.3	1.8	2.2
First-year adjustment	3.6	2.5	1.8	1.2
Without cost-of-living allowance	3.8	2.6	1.8	1.3
With cost-of-living allowance	1.9	1.9	1.3	0.8

	2008	2009	2010	2011
Industries				
Primary industries	4.3	2.5	3.3	3.8
Utilities	2.3	3.0	1.4	2.8
Construction	5.4	3.4	2.4	1.9
Manufacturing	1.2	1.7	1.4	1.7
Wholesale and retail trade	2.8	1.8	1.1	2.0
Transportation	3.1	1.1	2.2	2.1
Information and culture	2.0	2.0	0.8	1.9
Finance and professional services	2.8	2.5	3.2	2.3
Education, health, and social services	3.8	3.0	1.6	1.6
Entertainment and hospitality	1.9	2.0	2.2	1.6
Public administration	2.7	2.1	1.5	1.9
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	1.7	-
Prince Edward Island	3.0	3.6	2.7	2.1
Nova Scotia	4.1	2.9	1.5	1.0
New Brunswick	3.7	6.0	2.1	1.2
Quebec	2.4	2.2	1.5	1.7
Ontario	2.6	2.4	2.0	1.6
Manitoba	3.4	2.9	2.1	1.6
Saskatchewan	5.1	5.0	2.4	2.7
Alberta	4.8	4.4	3.5	2.5
British Columbia	2.5	2.8	0.2	0.5
Territories	4.4	2.4	2.2	2.7
Public Service Labour Relations Act	2.9	1.7	1.7	1.5
Canada Labour Code, Part I	2.9	1.3	1.9	2.1
Federal jurisdiction	2.9	1.6	1.7	2.1

***Note**: Data for 2011 cover the months of January through September.*

Average annual percentage wage adjustments by public and private sectors, a chronological perspective since 2001

Year	Public	Private	Both Sectors
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.3	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.6	2.1	1.8
2011	1.7	2.1	1.8

***Note**: Data for 2011 cover the months of January through September.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, Human Resources and Skills Development Canada.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 176KB) include data on the number of agreements, employees and durations by month, quarter, and year for both sectors (public and private), jurisdictions, and industries.

Major settlements reached in September 2011

Employer, Location Union, Affiliation, and Bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Utilities				
SaskEnergy Incorporated province-wide, Saskatchewan Communications, Energy and Paperworkers Union of Canada (CLC) office employees; field employees; technical employees	840	2.0	36.0	Jan 31, 2013
1 agreement	**840**	**2.0**	**36.0**	
Manufacturing				
Vale Thompson, Manitoba United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) mine employees; smelting and refinery employees	1,130	3.2*	36.0	Sep 15, 2014
1 agreement	**1,130**	**3.2**	**36.0**	
Wholesale and retail trade				
Sav-A-Centre, division of Metro Ontario Inc. Cobourg, Mississauga, Oakville, and Toronto, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) retail employees	560	0.6	49.9	Sep 26, 2015
1 agreement	**560**	**0.6**	**49.9**	
Transportation				
Coast Mountain Bus Company Vancouver, Lower Mainland, and Victoria, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) bus drivers; trade employees; maintenance employees	3,580	0.0	12.0	Mar 31, 2012

Employer, Location Union, Affiliation, and Bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Transportation (continued)				
Greyhound Canada Transportation Corp. system-wide, Multiprovince Amalgamated Transit Union (AFL-CIO/CLC) bus drivers, mechanics, terminal employees; owner operators	890	2.2	36.0	Mar 31, 2014
2 agreements	**4,470**	**0.4**	**16.8**	
Finance and professional services				
Garda Security Group Inc. Southern Region, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) security guards	1,200	1.7	36.0	Jun 30, 2014
Paladin Security Group (Ontario) Ltd. province-wide, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) security guards	600	1.7	36.0	Jun 30, 2014
Saskatchewan Crop Insurance Corporation Regina, Saskatchewan Saskatchewan Government and General Employees' Union (CLC) office employees; scientific and other professional employees	520	1.9	36.0	Sep 30, 2012
3 agreements	**2,320**	**1.7**	**36.0**	
Education, health, and social services				
Government of Saskatchewan province-wide, Saskatchewan Saskatchewan Teachers' Federation (Independent-national) elementary and secondary teachers	12,800	3.1	36.0	Aug 31, 2013
Leisureworld Inc. Toronto, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	2,940	2.0	12.0	Sep 15, 2012

Employer, Location Union, Affiliation, and Bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Education, health, and social services (continued)				
Extendicare (Canada) Inc., Nursing Homes Scarborough and other centres, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	2,500	2.0	12.0	Sep 15, 2012
Université Laval Québec, Quebec Public Service Alliance of Canada (CLC) teaching assistants	2,480	5.5	40.0	Aug 31, 2014
Leisureworld Senior Care Corp. Toronto, Mississauga, and Streetsville, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	1,420	2.0	12.0	Sep 15, 2012
Revera Long Term Care Inc. Orillia and other centres, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	1,110	2.0	12.0	Sep 15, 2012
Extendicare (Canada) Inc., Nursing Homes Scarborough and other centres, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	990	2.0	12.0	Sep 15, 2012
University of Guelph Guelph, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) office employees; technical employees	900	2.0	36.0	Apr 30, 2014
Brock University St. Catharines, Ontario Brock University Faculty Association (Independent-local) professors; librarians	560	1.7	36.0	Jun 30, 2014
Government of Quebec province-wide, Quebec Syndicat des professeurs de l'État du Québec (Independent-national) professors	530	1.2	60.0	Mar 31, 2015
10 agreements	**26,230**	**2.8**	**28.7**	

Employer, Location Union, Affiliation, and Bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Entertainment and hospitality				
Great Blue Heron Charity Casino Port Perry, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) casino employees; maintenance employees; food service employees	790	0.8	37.0	Sep 30, 2014
1 agreement	**790**	**0.8**	**37.0**	
Public administration				
City of Montréal Montréal, Quebec Canadian Union of Public Employees (CLC) inside employees	8,000	2.0	12.0	Dec 31, 2011
1 agreement	**8,000**	**2.0**	**12.0**	
TOTAL				
1 agreement with the cost-of-living allowance	**1,130**	**3.2**	**36.0**	
19 agreements without the cost-of-living allowance	**43,210**	**2.3**	**25.3**	
20 agreements in total	**44,340**	**2.3**	**25.6**	

*** Cost-of-living allowance**

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, Human Resources and Skills Development Canada.

Major work stoppages

Involving 500 or more employees, from **October 28 to November 10, 2011**.

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issue(s)	Starting	Ending
McGill University Montréal, Quebec Public Service Alliance of Canada 1,617 employees (non-academic casual employees)	Pension plan, Benefits	Strike (September 01, 2011)	
Université de Sherbrooke Sherbrooke, Quebec Canadian Union of Public Employees 1,300 employees (support workers)	Wages	Strike (August 26, 2011)	

Coming in the next issue

- Recent collective bargaining settlements
- Key negotiations—Update
- Major work stoppages—Update

For more information

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updates on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).

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